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ABSTRACT

This report presents data on 1976-77 salaries paid to school principals and assistant principals in order to aid school officials in comparing salaries in their district with salaries in other districts of comparable enrollment size and per-pupil expenditure level. Data for the report were gathered through a survey of 1,060 public school districts throughout the United States. Section 1 presents mean and median figures for highest and lowest salaries paid, grouped into four categories according to school district enrollment. Section 2 presents mean and median figures for highest and lowest salaries paid, grouped into four categories according to per-pupil expenditure level. Section 3 presents comparative figures on the mean of highest salaries paid for the years 1974-75, 1975-76, and 1976-77, grouped into four categories according to school district enrollment. Within each section, data are presented separately for principals and assistant principals and are further separated into categories for elementary schools, junior high schools, and senior high schools. (JG)

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ED140382

May 1977

SALARY REPORT #2

PRINCIPALS and ASSISTANT PRINCIPALS

The March 1977 *Administrative Information Report* emphasized various salary schedules adopted in school districts throughout the country; however, some requests sent to NASSP continue to deal with questions about actual salaries *paid* to school administrators. This 1977 Salary Report #2, prepared from data supplied by Educational Research Service, deals specifically with 1976-77 comparative data about salaries paid to principals and assistant principals in 1060 public school districts.

- Section I of this report compares the lowest and highest 1976-77 salaries paid to principals and assistant principals using school district *enrollment stratum* as a comparative factor.
- Section II discloses a similar comparison of salaries paid using *per pupil expenditure* in the school system as a factor for comparison.
- Section III contains a *trend analysis* of salaries paid to a selected group of administrators using data from 1974-75, 1975-76, and 1976-77 surveys.

The complete report on salaries from 1976-77 ERS survey data has been prepared in three volumes--*Salaries Scheduled for Professional Personnel in Public Schools, Salaries Paid Professional Personnel in Public Schools,* and *Wages and Salaries Paid Support Personnel in Public Schools*--and can be purchased from Educational Research Service, Inc., 1800 N. Kent St., Arlington, Va. 22209, for $30, and at $12 for each separate volume. As noted in previous *AIR* issues, caution should be used in drawing inferences from survey data because of the sampling variance associated with studies of this type.

This special summary report is being sent to all members of NASSP. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Dr., Reston, Va. 22091, at a cost of 50 cents per copy. (Orders of less than $10 must be accompanied by payment.)

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EA 009 495

Section I.

ANALYSIS OF PRINCIPALS' SALARIES PAID

1976-77

Mean & Median of *LOWEST* Salaries Paid *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	146	273	336	188	943
Mean	23,901	24,965	24,552	19,375	23,539
Median	23,635	25,454	24,084	19,350	23,399
Range: Low	15,735	14,319	12,600	9,500	9,500
High	34,722	37,560	40,437	35,573	40,437
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	139	267	319	93	818
Mean	21,650	22,886	22,487	19,874	22,178
Median	21,139	22,847	22,172	19,589	21,987
Range: Low	14,439	12,973	11,250	12,000	11,250
High	31,296	37,922	39,102	34,675	39,102
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	144	268	344	191	947
Mean	19,126	19,661	19,687	17,358	19,125
Median	18,470	19,627	19,275	17,000	18,820
Range: Low	11,144	10,648	9,425	10,200	9,425
High	28,545	31,210	38,045	33,449	38,045

Mean & Median of *HIGHEST* Salaries Paid *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	149	281	338	187	955
Mean	27,327	26,781	25,032	19,406	24,803
Median	27,225	27,178	24,395	19,325	24,611
Range: Low	19,083	17,766	12,950	9,500	9,500
High	39,070	37,922	40,437	35,573	40,437

* *Using ENROLLMENT of the School District as a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	141	276	325	92	834
Mean	25,353	24,502	23,227	19,925	23,644
Median	25,029	24,487	23,185	19,800	23,500
Range: Low	16,506	13,315	11,416	12,000	11,416
High	35,364	37,922	43,313	34,675	43,313
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	152	278	359	190	979
Mean	24,229	23,227	22,345	18,246	22,121
Median	23,822	23,488	22,003	18,250	22,000
Range: Low	16,066	14,905	12,300	10,200	10,200
High	36,489	32,003	38,910	33,449	38,910

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES PAID

1976-77

Mean & Median of *LOWEST* Salaries Paid *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	135	262	321	71	789
Mean	18,925	20,050	19,579	18,488	19,525
Median	19,253	20,312	19,426	18,000	19,586
Range: Low	12,078	10,434	10,491	9,700	9,700
High	28,340	33,079	37,226	29,639	37,226
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	124	249	254	22	649
Mean	17,746	18,673	18,820	18,462	18,546
Median	17,535	18,920	18,688	17,107	18,480
Range: Low	11,240	9,625	9,000	13,000	9,000
High	26,080	32,748	32,710	28,41[illegible]	32,748

* *Using ENROLLMENT of the School District as a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
ELEMENTARY ASSISTANT PRINCIPALS					
No. of Systems Reporting	98	97	71	15	281
Mean	16,838	16,234	16,430	16,660	16,517
Median	16,710	15,881	16,471	16,163	16,245
Range: Low	10,220	9,462	9,742	11,000	9,462
High	27,599	25,533	29,519	22,300	29,519

Mean & Median of *HIGHEST* Salaries Paid *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	147	275	328	70	820
Mean	22,748	22,385	21,134	18,764	21,808
Median	23,160	23,082	20,865	18,083	21,816
Range: Low	13,620	13,375	11,344	9,700	9,700
High	32,340	33,247	38,556	29,639	38,556
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	134	260	261	22	677
Mean	21,521	21,099	19,868	18,462	20,622
Median	21,360	21,080	19,775	17,107	20,553
Range: Low	12,603	12,277	10,400	13,000	10,400
High	33,254	32,748	35,438	28,412	35,438
ELEMENTARY ASSISTANT PRINCIPALS					
No. of Systems Reporting	81	93	69	15	258
Mean	19,691	17,662	17,262	16,794	18,142
Median	19,118	17,310	16,761	16,163	17,999
Range: Low	13,520	11,830	10,100	11,000	10,100
High	28,102	26,052	32,773	22,300	32,773

* *Using ENROLLMENT of the School District as a Comparative Factor*

Section II.

ANALYSIS OF PRINCIPALS' SALARIES PAID

1976-77

Mean & Median of *LOWEST* Salaries Paid *

Per Pupil Expenditure

	$1,600 or more	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting **
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	222	272	197	222	913
Mean	27,337	24,380	22,131	19,879	23,519
Median	27,165	24,500	22,200	20,009	23,376
Range: Low	15,300	13,000	13,000	9,500	9,500
High	40,437	34,056	31,389	29,627	40,437
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	187	239	174	192	792
Mean	25,671	23,414	20,869	18,335	22,156
Median	25,479	23,706	20,681	18,560	21,979
Range: Low	14,775	14,000	14,404	11,250	11,250
High	39,102	31,625	28,756	27,444	39,102
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	214	276	203	219	912
Mean	22,638	20,060	18,090	15,463	19,122
Median	22,350	20,000	18,000	15,647	18,829
Range: Low	13,502	11,300	11,250	9,425	9,425
High	38,045	28,750	25,397	21,840	38,045

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

** *In Section II, totals in column 5 may differ from those in Section I tables because some school systems providing salary data included in Section I did not provide data on per pupil expenditure used in this analysis. The data in this section may also be subject to considerable sampling and response variation and should be used only as general (not precise) indicators of current relationships among categories; data are not appropriate for year-to-year trends.*

Mean & Median of *HIGHEST* Salaries Paid *

Per Pupil Expenditure

	$1,600 or more	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	225	276	200	224	925
Mean	28,711	25,497	23,415	21,120	24,769
Median	29,113	25,962	23,652	21,432	24,568
Range: Low	15,300	13,000	13,000	9,500	9,500
High	40,437	36,708	36,264	30,250	40,437
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	193	244	175	195	807
Mean	27,368	24,593	22,376	19,727	23,600
Median	27,172	24,795	22,200	19,638	23,471
Range: Low	14,775	14,000	15,713	11,416	11,416
High	43,313	33,756	30,698	27,965	43,313
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	223	290	207	224	944
Mean	25,796	22,946	20,894	18,438	22,100
Median	26,013	23,176	20,999	18,748	21,983
Range: Low	13,502	11,500	11,250	10,200	10,200
High	38,910	33,756	29,116	25,674	38,910

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES PAID

1976-77

Mean & Median of *LOWEST* Salaries Paid *

Per Pupil Expenditure

	$1,600 or more	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	196	222	163	183	764
Mean	22,850	20,339	18,292	15,978	19,502
Median	22,553	20,447	18,000	16,000	19,560
Range: Low	14,500	9,700	10,769	10,260	9,700
High	37,226	28,385	26,110	23,572	37,226
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	159	187	136	145	627
Mean	21,820	19,528	17,426	14,824	18,566
Median	21,393	19,774	17,182	14,560	18,500
Range: Low	14,300	11,100	11,129	9,000	9,000
High	32,748	25,632	24,288	21,073	32,748

Mean & Median of *HIGHEST* Salaries Paid *

Per Pupil Expenditure

	$1,600 or more	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	203	234	168	190	795
Mean	25,396	22,567	20,558	17,980	21,769
Median	25,550	22,750	20,500	17,844	21,813
Range: Low	14,500	9,700	12,460	11,344	9,700
High	38,556	32,460	28,080	26,486	38,556
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	168	196	140	150	654
Mean	23,999	21,589	19,322	16,733	20,609
Median	24,022	21,630	19,126	16,553	20,556
Range: Low	14,390	13,000	12,000	10,400	10,400
High	35,438	27,450	25,520	25,155	35,438

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Section III. MEAN OF HIGHEST SALARIES PAID PRINCIPALS AND ASSISTANT PRINCIPALS IN REPORTING SCHOOL DISTRICTS

1974-75 through 1976-77 with Percent of Increase

	Systems with Enrollments of 25,000 or More				Systems with Enrollments of 10,000 to 24,999			
	SCHOOL YEAR			INCREASE 1974-75/ 1976-77	SCHOOL YEAR			INCREASE 1974-75/ 1976-77
	1974-75	1975-76	1976-77		1974-75	1975-76	1976-77	
PRINCIPALS								
Senior High	24,615	26,268	27,327	11.0%	24,285	25,589	26,781	10.3%
Jr.High/Middle	22,597	24,211	25,353	12.2	22,264	23,373	24,502	10.1
Elementary	21,804	23,161	24,229	11.1	21,049	22,202	23,327	10.8
ASSISTANT PRINCIPALS								
Senior High	20,295	21,834	22,748	12.1%	20,684	21,662	22,885	10.6%
Jr.High/Middle	18,782	20,416	21,521	14.6	19,084	20,022	21,099	10.6
Elementary	18,064	19,442	20,276	12.3	16,495	16,907	17,906	8.6

	Systems with Enrollments of 2,500 to 9,999				All Reporting Systems (300 or More Pupils)			
	SCHOOL YEAR			INCREASE 1974-75/ 1976-77	SCHOOL YEAR			INCREASE 1974-75/ 1976-77
	1974-75	1975-76	1976-77		1974-75	1975-76	1976-77	
PRINCIPALS								
Senior High	21,647	23,561	25,032	15.6%	22,315	23,971	24,803	11.2%
Jr.High/Middle	19,719	21,992	23,227	17.8	20,918	22,637	23,644	13.0
Elementary	19,106	21,042	22,345	17.0	19,699	21,210	22,121	12.3
ASSISTANT PRINCIPALS								
Senior High	18,268	19,865	21,134	15.7%	19,574	20,750	21,808	11.4%
Jr.High/Middle	16,953	19,161	19,868	17.2	18,290	19,732	20,622	12.8
Elementary	14,854	17,315	17,544	18.1	16,540	17,947	18,599	12.5

In addition to this salary summary, other NASSP status and welfare publications that may be of particular interest to secondary school administrators include:

- *Legal Memorandum: "Statutory Protection for Principals," Part I--Position and Status, Nov. 1976; Part II--Protection Against Tort Liability, Jan. 1977 (50¢)*
- *Principals: An Organized Force for Leadership, 1974, 40 pp., $2.00*
- *Administrative Information Report: (50¢) "Constructing Salary Schedules," Oct. 1975 "Model Contract of Employment," May 1976*
- *The Practitioner: "Alternatives to Suspension," April 1977 (50¢)*

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